



POSITIONS ANNOUNCEMENT

Soil Health Sampling Specialists (6 or more)

The [Soil Health Institute \(SHI\)](http://www.soilhealthinstitute.org), www.soilhealthinstitute.org, is a non-profit organization created to safeguard and enhance the vitality and productivity of soil through scientific research and advancement. The Institute brings together leaders in soil health science and the industry to conduct research and empower farmers and landowners with the knowledge to successfully adopt regenerative soil health systems that contribute economic and environmental benefits to agriculture and society. SHI has a dynamic team of scientists and educators working together to assess and promote soil health practices on U.S. farms, and we need help with soil sampling, recording management data, and implementing our strategy to assess soil health.

SHI is recruiting six or more Soil Health Sampling Specialists to assist with the soil health measurement program of our U.S. Regenerative Cotton and Soil Health Targets initiatives. The Sampling Specialists will work for SHI as hourly employees for a minimum of six months starting as early as January 2023, with possible extension based on satisfactory performance. Full-time hourly work collecting soil samples in IA, NC, SC, AL, GA, MS, and CA will begin in April-May 2023. Remote work both prior and post soil sampling may be conducted from the employee's home office.

Desired qualifications:

- Education: Bachelors or Master's degree in soil science, agronomy, natural resource management, or a related field. Candidates with a bachelor's degree in one of the aforementioned fields should have field-based research experience to be considered.
- Knowledge of soil formation and soil-landscape relationships is desired (e.g., soil mapping or collegiate soil judging experience).
- Enthusiasm for meeting agricultural managers/farmers and to learn about soils and row crop management practices
- Ability to characterize basic soil morphology in the field.
- Understanding of agricultural management practices.
- Organizational skills and attention to detail.
- Ability to complete physically demanding work in adverse environmental conditions, including intense summer heat and humidity.
- Valid driver's license.
- Ability to lift 35 lbs.
- Applicants must be authorized to work in the United States.

Responsibilities include but are not limited to:

- Gaining foundational understanding of soil-landscape relationships by using soil survey and engagement with local experts (e.g., USDA Natural Resources Conservation Service).
- Contacting farmers, ranchers, other land managers, and individuals/organizations that engage with land managers (e.g., county extension agents and crop consultants) to identify soil sampling locations, coordinate sampling logistics, and conduct brief interviews on management practices.



- Communicating with land managers about timing of sampling and site access and collecting management history data.
- Traveling by driving and flying within the U.S. Cotton Belt or Iowa to conduct soil sampling.
- Assessing suitability of sampling locations with respect to project sampling design (i.e., fit within priority soil health groups and management systems) using maps and in-field assessments.
- Recording and managing metadata on soil samples and site characteristics.
- Collecting soil samples for soil health analyses using slide hammers, core samplers, and push probes/augers.
- Shipping soil samples to laboratory for analysis.

Compensation:

Sampling Specialists will be paid at a rate of \$30.00 per hour, with overtime depicted by local, state, and/or federal guidelines. Payments will be remitted biweekly. Work during soil sampling (April-July) is estimated to average 50 hours per week, with a typical week of ten-hour workdays Monday through Friday. Periodic weekend work will be contingent on personnel availability, site accessibility, and weather conditions. Upon mutual agreement, the position end date may be extended to ensure the completion of sampling.

Sampling Teams will be provided with a rental car for travel to and from sampling sites. Gas, lodging, and food consumed when traveling will be reimbursed by SHI. Soil sampling equipment, sampling consumables, and packaging and shipping costs will be covered by SHI.

To Apply:

Email a cover letter, resume/C.V., copy of college transcripts (unofficial copy is okay), and the contact information of 2 references to Dianna Bagnall, Research Soil Scientist, Soil Health Institute, dbagnall@soilhealthinstitute.org; In the subject line of the email, please write "Soil Health Sampling Specialist Application." Positions will remain open until filled; however, the first review of applications will begin **November 18th**, so all interested candidates are strongly encouraged to apply by that date.